

# **Local Differential Pay for Student Achievement Awards**

**Rockland School District 382**

**2013 – 2014**

**Kindergarten – Third Grade**

## **Local Student Achievement Measures and Goals as Required by Section 33 1004J (4), Idaho Code**

Measure: Student Attendance 2013-2014

80% Attendance Rate or Better	.15
85% Attendance Rate or Better	.20
90% Attendance rate or Better	.25

### **Describe Group of building-based Employees**

Certified Staff Including Teachers, Counselor, and Superintendent will receive equal shares of the school's award. Uncertified Paraprofessionals will receive ½ share. Part-time employees will receive a portion of a share equal to the portion of the time they work.

**Rockland Diff Pay Plan**

<b>Comments:</b>
<b>Group Type:</b> School
<b>Award Type:</b> SHARED BASED AMOUNT
<b>Student Achievement Description:</b> Attendance, Growth, Graduation Rate

Benchmarks	Certified	Classified
90 grad rate	1 share	.5 share
90	1 share	.5 share
attendance	1 share	.5 share
test growth		

## Kindergarten

### Local Student Achievement Measures and Goals as Required by Section 33 1004J (4), Idaho Code

Measure: Student Growth/Achievement on IRI fall to spring

New students enrolled October 24<sup>th</sup> or after will not be counted in IRI growth or proficiency calculations.

IRI : Percent of students showing a growth of 32 (LNF) and 13 (LSF) from Fall to Spring OR a spring score of 43 (LNF) and 30 (LSF)

80%	.75 Share
75%	.70 Share
70%	.65 Share
65%	.60 Share
60%	.55 Share
55%	.50 Share
50%	.45 Share
45%	.40 Share

### Describe Group of building-based Employees

Certified Staff Including Teachers, Counselor, and Superintendent will receive equal shares of the school's award. Uncertified Paraprofessionals will receive ½ share. Part-time employees will receive a portion of a share equal to the portion of the time they work.

## First Grade

### Local Student Achievement Measures and Goals as Required by Section 33 1004J (4), Idaho Code

Measure: Student Growth/Achievement on IRI fall to spring

New students enrolled October 24<sup>th</sup> or after will not be counted in IRI growth or proficiency calculations.

IRI: Percent of students showing a growth of 30 words per minute from Fall to Spring OR a spring score of 53 words per minute.

80%	.75 Share
75%	.70 Share
70%	.65 Share
65%	.60 Share
60%	.55 Share
55%	.50 Share
50%	.45 Share
45%	.40 Share

### Describe Group of building-based Employees

Certified Staff Including Teachers, Counselor, and Superintendent will receive equal shares of the school's award. Uncertified Paraprofessionals will receive ½ share. Part-time employees will receive a portion of a share equal to the portion of the time they work.

## Second Grade

### Local Student Achievement Measures and Goals as Required by Section 33 1004J (4), Idaho Code

Measure: Student Growth/Achievement on IRI fall to spring

New students enrolled October 24<sup>th</sup> or after will not be counted in IRI growth or proficiency calculations.

IRI: Percent of students showing a growth of 38 words per minute from Fall to Spring OR a spring score of 92 words per minute.

80%	.75 Share
75%	.70 Share
70%	.65 Share
65%	.60 Share
60%	.55 Share
55%	.50 Share
50%	.45 Share
45%	.40 Share

### Describe Group of building-based Employees

Certified Staff Including Teachers, Counselor, and Superintendent will receive equal shares of the school's award. Uncertified Paraprofessionals will receive ½ share. Part-time employees will receive a portion of a share equal to the portion of the time they work.

## Third Grade

### Local Student Achievement Measures and Goals as Required by Section 33 1004J (4), Idaho Code

Measure: Student Growth/Achievement on IRI fall to spring

New students enrolled October 24<sup>th</sup> or after will not be counted in IRI growth or proficiency calculations.

IRI: Percent of students showing a growth of 33 words per minute from Fall to Spring OR a spring score of 110 words per minute.

80%	.75 Share
75%	.70 Share
70%	.65 Share
65%	.60 Share
60%	.55 Share
55%	.50 Share
50%	.45 Share
45%	.40 Share

### Describe Group of building-based Employees

Certified Staff Including Teachers, Counselor, and Superintendent will receive equal shares of the school's award. Uncertified Paraprofessionals will receive  $\frac{1}{2}$  share. Part-time employees will receive a portion of a share equal to the portion of the time they work.

**Local Differential Pay for Student Achievement Awards**  
**Rockland School District 382**  
**2013 – 2014**  
**Grades Four – Eight**

**Local Student Achievement Measures and goals as Required by Section 33 1004J (4), Idaho Code**

Measure: Student Attendance 2013-2014

80% Attendance Rate or Better	.15
85% Attendance Rate or Better	.20
90% Attendance rate or Better	.25

**Describe Group of Certified, building-based Employees**

All certified staff in the building associated with grade levels 4 – 6.

**Local Student Achievement Measures and goals from Section 33-1004I (2) (b), Idaho Code**

Measure: Student Growth on Fall to Spring STAR Tests. Schools will find the average percentage of students who grew on the STAR Tests (Math and Reading). New students enrolled October 24<sup>th</sup> or after will not be counted in STAR growth calculations.

<b>Benchmark Goal</b>	<b>Share</b>
65% of the students grew	.60
70% of the students grew	.65
75% of the students grew	.70
80% of the students grew	.75

**Describe Group of building-based Employees**

Certified Staff Including Teachers, Counselor, and Superintendent will receive equal shares of the school's award. Uncertified Paraprofessionals will receive ½ share. Part-time employees will receive a portion of a share equal to the portion of the time they work.

**Local Differential Pay for Student Achievement Awards**  
**Rockland School Dist. 382**  
**2013 – 2014**  
**Grades Nine – Twelve**

**Local Student Achievement Measures and Goals as Required by Section 33 1004J (4), Idaho Code**

Measure: Student Attendance 2013-2014

<b>Benchmark Goal</b>	<b>Share</b>
80% Attendance Rate or Better	.15
85% Attendance Rate or Better	.20
90% Attendance rate or Better	.25

**Local Student Achievement Measures and goals from Section 33-1004I (2)(b), Idaho Code**

Measure: Graduation Rate

<b>Benchmark Goal</b>	<b>Share</b>
90% of the seniors graduate	.50
87% of the seniors graduate	.25
83% of the seniors graduate	.15
80% of the seniors graduate	.10

**Local Student Achievement Measures and goals from Section 33-1004I (2)(b), Idaho Code**

Measure: STAR Growth as Measured by Fall to Spring Scores

<b>Benchmark Goal</b>	<b>Share</b>
65% of the students grew	.10
70% of the students grew	.15
75% of the students grew	.20
80% of the students grew	.25

**Describe Group of building-based Employees**

Certified Staff Including Teachers, Counselor, and Superintendent will receive equal shares of the school's award. Uncertified Paraprofessionals will receive ½ share. Part-time employees will receive a portion of a share equal to the portion of the time they work.